

NH DIVISION FOR CHILDREN, YOUTH & FAMILIES

Advisory Board Meeting

July 15, 2019

Attendance: Mike Adamkowski, Tessa Dyer, Sandra McGonagle, Larry Shulman, Monica Zulauf, Rep. Long, Rep. Rice, Rep. Weber, Dolly McPhaul, Sen. Reagan, Melissa Wardner, Marie Noonan and Joseph Ribsam. Absent: Rep. Berrien. Public Audience: Michael Brewester

Approval of May Minutes: Motion made by Rep. Long to approve May minutes as written. Seconded by Larry Shulman, un-opposed and one abstension.

DCYF Recruitment & Retention: Marie Noonan, Chief of Operations introduced herself to the Board. Although she is fairly new to the position, she has worked for DCYF for 20+ years. Below are some of the changes and strategies DCYF is using for recruitment:

- Change to expand the minimum qualifications for CPSW positions to include a bachelor's degree in any program with relevent experience.
- Posting positions on multiple social media sites
- College electronic job boards
- Posters
- Job Fest was held on June 13th at the Sununu Youth Services Center (SYSC). 65 certified applicants were invited, 29 RSVPs were received (although some didn't show or pulled out) and 15 were recommended for 2nd interviews.
- The next Job Fest will be August 13th at the SYSC again.
- The Departments Public Information Office (PIO) is helping with all advertising, etc. & the Human resources (HR) office has been a tremendous help with all of these recruitment efforts
- As of today we have approximately 22-25 vacancies in the field plus the new 27 positions we received July 1st. HR told Marie that they could be posted as of today so that is good news. Along with the 27 CPSW positions, the Division was given 9 Supervisor positions.
- Mike Adamkowski indicated that the Board's sub-committee on Recruitment & Retention meet with Joe last month to discuss these same issues. It was decided that there was no longer a need for a separate committee on this issue. Mike asked Marie if a member of the Board could be added to the Workforce Development Committee that the Division has.
- There was a question about the diversity of staff in each DO? We don't have data on that but will check to see if it can be compiled.
- Discussion about caseload and how to determine what a fair caseload would be. Each state is different and what one state has for a caseload may not be feasible for NH. In NJ the immediate Supervisor could make a decision about whether someone could share cases with another staff who might not have as many.
- Sandy mentioned the clinical position for the Division. Joe received a call from the Committee of Conference indicating that they were giving the Division a Clinical position for staff. The Division currently has a Peer Support program but the Division will benefit from also having a clinical position.

Answers to questions from last months meeting:

- Is it reasonable to put a timeframe on hiring? Rep. Long feels that children are being harmed now due to the lack of staffing. **Hiring can only be done as fast as they can be posted and interviews conducted. The monthly Job Fests should help with this.**
- Does DCYF conduct exit interviews? What are the reasons for leaving? **When Marie was in the field, she conducted exit interviews and by & large the reason was too much work, to high of a caseload.**
- What about scholarships for MSW students? **The Division has a Title IV-E internship program with UNH and PSU for 4 slots each. The only issue with the itnernship is that it takes a lot of time for the staff working with them (caseworker & supervisor). Larry mentioned having a specific Intern Unit if you will that oversees the interns. He will look for examples to share with Joe.**
- What is the pay rate/scale? **Not discussed**
- What about retaining staff, what do the DO's say? Does any one DO have more problems than others? **Sen. Reagan said the DO only mentioned needing more support (clerical, legal, para-legal).**
- What about Supervision of staff?
- What about the Case Aides that were used for the Assessment closings, are they still helping? State funded positions have been requested in the budget for this purpose. **Joe indicated that the Division is still contracting with two past employees for assistance with case closings. But the Division did ask for state funded positions in the budget so that we can have a case aide in each DO.**

Board Bi-Laws & Mission: There was much discussion around the by-laws as Rep. Weber indicated that she had never seen a Board governed by them, as they are usually governed by the RSA. What are the Feds requirement for the Citizen's Review panel? Joe will look into this. There will be some changes coming through due to SB-30 (in September/November).

There was discussion about logistics - having a conference phone during the meetings for staff who can't get to Concord to meet and/or can they Skype and changing to a larger room. Rep. Weber will look into these issues.

It was requested that the Foster Care Program be added to a future agenda. Some members were very involved with helping to get the Foster Child Bill of Rights passed and would like to know how it's all going. Director Ribsam will ask a couple different people to attend in September in order to give updates (maybe Kathleen Talbot, Residential and Kathy Companion, Foster Care). Joe mentioned that Granite State College conducts the Foster Care trainings and have been having them in multiple locations.

There was a roll call vote to go into a non-public section regarding a 91-A:3c matter.

When the Board reconvened to public session there was discussion around the Board itself and specific editorials that have been in the papers. It was made clear that any member submitting editorials for

publication need to be very clear that it is their personal opinion as a private citizen and to not mention the board at all.

Next meeting is August 19, 2019 at 2:00pm at the LOB in Room 205.

Respectfully submitted,

Melissa Wardner
Administrative Assistant
DCYF